

PERSONNEL POLICY
Fauquier County, Virginia

Policy Title:
Uniforms, Protective Clothing,
Safety Equipment

Section No.:
15

Effective Date:
9/25/86
Supersedes Policy:
New

Provision of Uniforms, Protective Clothing and Safety Equipment by the County

I. GENERAL POLICY

Uniforms, protective clothing and safety equipment will be provided to County employees for their safety and well being. Those positions requiring uniforms and/or safety equipment will be identified by department directors, the Safety Coordinator and other appropriate County staff. The loss or excessive wear does not relieve the employee of responsibility to wear uniforms and/or safety equipment. The loss or destruction of uniforms and/or safety equipment due to the employee's negligence shall be the responsibility of the employees.

~~The Sheriff's Department and the Animal Control Department have established policies or special requirements which exceed those outlined in this section.~~ Policy and/or special requirements established for these departments will prevail over the policies described in this section.

II. UNIFORMS AND PROTECTIVE CLOTHING

- A. Uniforms and protective clothing will be provided to each employee whose position precludes wearing personal clothing for reasons of prospective damage to normal personal work attire or for safety concerns. Department directors in coordination with the Safety Coordinator will determine which position classifications and/or employees will be provided County uniforms and/or protective clothing.
- B. Uniforms and protective clothing will identify the person as an employee of Fauquier County. All uniforms will have an identifying patch or insignia of Fauquier County.
- C. Department directors in coordination with the Safety Coordinator and the finance Director will determine if cleaning/repair activities will be performed by the County or the employee based upon practical and economic considerations.
- D. Uniforms and protective clothing will be replaced when the employee's supervisor or other designated official determines the uniforms and/or protective clothing to be non-serviceable. The Safety Coordinator will be involved when determining if protective clothing is non-serviceable.

III. SAFETY EQUIPMENT: SHOES

- A. Hard hats will be provided to each County employee whose position requires protective headwear.
- B. The County will, at the time of the appointment to a position which requires protective headware, provide one hard hat to each employee.
- C. All hard hats worn by each County employee shall be classed according to ANTI Z.89.1-1969 and Z.89.2-1971 Standard as prescribed by OSHA (Regulation 29, CFR Part 1910-135).

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- D. Any question regarding the acceptability of the hard hat or exceptions to the position classification requirement to wear one shall be resolved by the Safety Coordinator in coordination with the Department Director.

V. SAFETY EQUIPMENT: GLOVES

- A. Protective gloves will be provided to each County employee whose position requires protective gloves.
- B. The County will provide no more than one pair of safety gloves to each employee each fiscal year. If applicable, all protective gloves worn by employees must comply with designated OSHA specifications adopted by Fauquier County.
- C. Protective gloves will be replaced as they become unserviceable. An employee's supervisor or other designated official will determine when the gloves need to be replaced in coordination with the Safety Coordinator.
- D. Any question regarding the application of this requirement shall be resolved by the Safety Coordinator in coordination with the Department Director.

VI. SAFETY EYEGLASSES

- A. Safety eyeglasses will be provided by the County to each employee whose position requires protective eyeglasses to be worn on a continual basis.
- B. One pair of protective eyeglasses, to include the eyeglass frame and lenses (plain and prescription) will be provided to each employee who requires them on a continuing basis. The employee will be responsible for any cost associated with an ophthalmological or related examination required to determine the prescription of the lenses.
- C. Protective eye equipment, e.g. goggles, hood, etc., will be provided for employees whenever they have to operate dangerous equipment or be exposed to hazardous situations.
- D. Any questions regarding the application of this requirement shall be resolved by the Safety Coordinator in coordination with the Department Director.